

OUTLOOK

A WEEKLY NEWSPAPER FOR FACULTY AND STAFF AT THE UNIVERSITY OF MARYLAND AT COLLEGE PARK

JULY 15, 1991
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40-Hour Work Week: New Policy Goes into Effect

As of the pay cycle beginning July 14, all university classified and associate staff will begin working a 40-hour week—unless some last minute legal magic in an Anne Arundel County Circuit court temporarily delays the onset of what is undoubtedly one of the most controversial governor's executive orders in years.

After the UM System Board of Regents voted on June 19 to establish the longer work week for university employees, President William E. Kirwan, in a letter to the campus community, said: "An outpouring of community support for those affected has come from all corners of the campus," and he asked the community to find as many ways as possible to express compassion.

The first inkling of a possible expansion of the university work-week surfaced just seven months ago, on January 1, 1991, when Governor Schaefer issued Executive Order 01.01.1991.15. It decreed that all state employees would begin to work a 40-hour week in February. The ostensible reason for the unexpected order: to increase employee productivity during the state's current budget difficulties.

Not surprisingly, there was an immediate outburst of negative reaction to the plan that will stretch the work week for about half of the state's employees without a corresponding pay increase. In response to the outcry, the governor temporarily suspended the order, but once more, on February 27, he announced it would go into effect as of July 1.

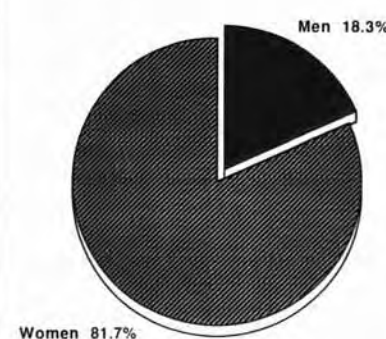
Under a 1942 state personnel policy, about half of the state's 80,000 employees have worked 35 1/2 or 37 1/2 hours per week. However, personnel policies for university employees are under a separate jurisdiction, set by the UMS Board of Regents, as established by the legislature. As a result, the regents were placed in a position of having to decide whether they should approve a separate resolution adopting the 40-hour week for the university system. On January 24 the board voted in favor of such a resolution—only to rescind it a few weeks later when the governor delayed implementation of his order until July 1. This left the regents in the position of having to consider the matter once more.

Meanwhile, in early February,

Expanded Work Week Affects Women Employees

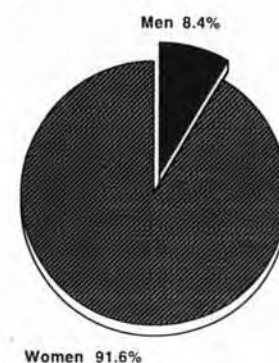
Employees of the University of Maryland at College Park

35.5 Hour per Week Employees



Employees of the University of Maryland System

35.5 Hour per Week Employees



Chancellor Donald Langenberg established a special 40-hour work week committee, charging the group to review the impact of the expanded work week and recommend ways to lessen its effect.

Charts developed by Gloria Chawla from numbers provided by the Office of Budget and Planning

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INSIDE

An In-Depth Look at Agriculture

The UMS Board of Regents has created a new agriculture institute and named agriculture vice chancellor Ray Miller its president.

See pages four and five for a review of some of the problems, prospects and plans concerning agriculture at Maryland.

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Marilyn Berman Named Outstanding Woman of the Year

Marilyn Berman, associate dean of the College of Engineering, has been named College Park's Outstanding Woman of the Year. The award, made by the President's Commission on Women's Affairs, will be presented during ceremonies September 24 in Room 1400 Marie Mount. A reception will follow in the Maryland Room.

Berman was cited for her role as catalyst, mentor and champion in the college's drive to increase the number of women and minority students pursuing engineering degrees. When she joined the College of Engineering, fewer than one percent of its majors were women. Today, in large part because of her efforts, nearly one of every five undergraduate students in the college is a woman.

Berman has been affiliated with College Park since 1972 when she was a graduate assistant in the General Undergraduate Advisement Office. She joined the college as a counselor in the dean's office in 1974 and was named assistant dean in 1979.

During the 1987-88 academic year, she served as assistant to then-University of Maryland President John Toll. She was appointed associate dean in 1988 and is one of the few women who hold this rank at a school of engineering.

Berman has long been involved

with minority and women's programs in engineering. Since the 1970s, she has developed and directed innovative summer programs for high school minority and women students and public school counselors and teachers.

Through her efforts, the Center for Minorities in Science and Engineering was established within the college in 1981. She also was instrumental in organizing the Maryland Student Chapter of the Society of Women Engineers and has served as SWE's faculty advisor since 1974. Twice she has won the university's Outstanding Advisor Award for Distinguished Service.

The National Science Foundation recently awarded Berman grants to support two programs. One is a joint project with Prince George's Community College called Science and You (SAY). It is designed to attract graduating high school women into science and engineering careers. The other grant funded a national workshop on mathematics and engineering education reform held in June.

Berman holds a B.A. degree, cum laude, from Brooklyn College, City University of New York, an M.A. in counseling and personnel services and a Ph.D. in higher education administration, both from College Park.

Tom Otwell



Marilyn R. Berman

Longer Work Week Begins

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On May 30, the committee presented the Spencer Report, (as it was informally named for committee chair, UMS Deputy Chancellor Jean Spencer) to the Educational Policy and Finance committees of the Board of Regents. At that meeting, after hearing statements from employees who were in opposition to the resolution and after some discussion of the Spencer Report, the regents decided not to approve it. However, they asked the committee to return with improvements to the report at its next meeting on June 19.

At that June meeting, the Spencer Report was not presented in revised form; instead, the chancellor outlined some options that campuses might use to try to minimize the impact of the lengthened work week.

All the regents, save one, voted for the resolution adopting the 40-hour work week. The lone holdout was Regent Connie Unseld, who said, "I had to let them [classified staff] understand I was supportive of their concerns. After listening to both sides, I felt empathy."

According to the Spencer Report, 81.4 percent of those impacted by the increased work week at College Park will be women. Since no pay increase accompanies the expanded work week, the 4 1/2 hour increase in weekly worktime amounts to an approximate 12 percent pay cut for the more than 5,000 UMS clerical workers affected, most of whom earn less than \$25,000 a year. The impact is exacerbated by the fact that no cost-of-living or merit increment has been awarded to state employees for the year starting July 1.

At College Park, in fall 1990, the number of classified staff was 3,080, of whom 1,850 are women. In addition, the 670 associate staff, of whom 312 are women, will work more hours.

At both the May and June meetings, many UMCP employees felt the issue was so important they took annual leave to express their opposition to the plan. At the May 30 board meeting, UMCP employee Joan McKee, who chairs the Ad Hoc Committee on the 40-Hour Work Week of the Women's Forum, reflected the classified staff point of view. Reading a statement for Beth Vanfossen, Towson State University, who chairs the UMS Women's Forum, McKee said: "As you know, state employees currently work two different work weeks: office, clerical, and administrative staff, who are mainly women, were hired under an understanding of the 35.5 hour work week, with a pay scale to match that schedule of work; all other classes, mainly male, were hired under a 40-hour work week with their pay adjusted to that degree of work."

"Because 92 percent of the UMS employees who currently work a

35.5 hour work week are women, it is widely and correctly perceived that the Executive Order will disproportionately impact on women, introducing new gender inequities into the pay structure of the UM System. These new inequities will be very difficult to remove once the State of Maryland is back on its feet financially.

"There are other issues as well. For example, without an increase in pay, many women employees who are working mothers will face considerable difficulty in adjusting their responsibilities for children as a result of their increased hours spent at work. The extra expenses they will face for additional day care coverage is one example of how the costs of this measure, which is designed to save money for the state, will be borne by the employee..."

In a move to block the governor's order after the board's action on June 19, Council 92 of the American Federation of State, County and Municipal Employees (AFSCME) filed suit in Anne Arundel County Circuit Court. Stating that a 35 1/2 hour work week has existed for 67 percent of the state work force since 1942, AFSCME contended that extending the week to 40 hours without increasing salaries is illegal, unfair and a breach of contract. Lawyers on both sides agree that the issue is headed for a decision by a Court of Appeals.

The AFSCME lawsuit is similar to one filed May 1 by the Maryland Classified Employees Assn. The unions argue that the state constitution does not give the governor the power to change employees working hours, that only the legislature can amend state employees' pay plans, and that the order discriminates against women.

In another legal challenge to the order, UMCP employee Gloria Chawla filed an EEOC suit that has already been considered by the Baltimore office of EEOC and is currently being reviewed by the Washington, D.C. EEOC office.

Meanwhile, the university is moving to implement the longer work week.

Director of Personnel Services Dale Anderson has developed guidelines to clarify questions regarding the longer working day. The guidelines pertain to such issues as possible hours of work, adjustment of annual, sick and personal leave time, and official office hours. In part, they include the following:

- Hours for part-time employees who are paid in proportion to a 35 1/2 or 37 1/2 hour week will be adjusted proportionately;
- Increased work hours will not affect salaries. New hourly rates will be based on a 40-hour work week.
- Split appointments will be changed centrally.
- Annual, sick and personal leave balances will be automatically ad-

justed so no leave will be lost. Leave balances will be adjusted by .9 hour for each 7.1 hours of accrued leave to bring balances in line with 40-hour work week.

- The official campus business day will be 8:30 to 4:30 p.m.; all departments will be open for business during these hours, including noon to 1 p.m.

- Supervisors are encouraged to be flexible in approving new schedules, with a list of possible workday hours including a number of options, ranging from 8 a.m. to 4:30 p.m., five-day week, one-half hour lunch, to a 7 a.m. to 6 p.m., 4 day week, one hour lunch.

- To give employees a chance to adjust, a six-week transition period starting July 14 will also be invoked, with employees allowed to use up to one hour per day from comp time, personal leave, accrued annual leave, or by working during their lunch break to apply toward their 40-hour work week.

President Kirwan has restated that campus offices should seek the greatest flexibility possible to accommodate the staff as the transition takes place. He also is placing a high priority on working with the system office to initiate "appropriate compensation for the extra hours of work."

Meanwhile, classified employees have not given up their ongoing campaign to push for increased pay for the additional hours worked. Members of the Women's Forum have been invited to meet with the legislative Women's Caucus this fall, and are backing the various legal actions that are underway.

And, despite what has happened thus far, they insist that the final story has not yet been told.

Roz Hiebert



Joan McKee

OUTLOOK

Outlook is the weekly faculty-staff newspaper serving the College Park campus community.

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UNIVERSITY OF MARYLAND AT COLLEGE PARK

Physical Plant Reduces Housekeeping Service

Faced with budget cuts of nearly \$1.2 million and a lack of new staff, the Department of Physical Plant is cutting back housekeeping services in more than 5,100 administrative and research offices at College Park.

The cutback will affect all administrative and research offices. Under the plan, expected to go into effect in early July, cleaning and trash removal services by physical plant will be significantly reduced, says Frank Brewer, director of physical plant.

"These changes can only be described as major," Brewer says.

In addition, physical plant is eliminating a variety of other services including free key replacement, carpet repairs, minor window repairs and preparation and cleanup for most departmental special events. Saturday, Sunday and holiday cleaning also have been eliminated.

As part of the housekeeping cuts, offices will be visited just once every two weeks by a physical plant housekeeper. During those visits, the worker will vacuum or mop the office—activities now performed daily.

The housekeeper will no longer remove trash from offices—a ser-

vice now performed daily. Instead, trash must be collected in designated areas in each building and will be picked up twice weekly.

New schedules for housekeeping and trash pickup are being distributed to campus departments and offices by physical plant, Brewer says. Housekeeping was targeted for cuts in part because office workers feel a high sense of "ownership" of their work areas and likely will keep their areas in order despite the reduction in service, Brewer says.

Budget reductions and understaffing in physical plant prompted the changes, according to Brewer. Budget reductions totaling \$1.2 million for FY91 and FY92 have forced the department to eliminate 69 positions (59 of which are contract positions), Brewer says.

In addition, the department has not received new staff for housekeeping services in newly opened buildings such as the Administrative Services Building and the Agricultural/Life Sciences Surge Building. In FY91 and FY92 budgets, the department did not receive 61 positions needed to fully staff the additional space, he says.

In all, physical plant, which currently has 800 positions, is 130



Frank Brewer

positions short of full strength, according to Brewer.

Restoration of the reduced services depends on future funding of physical plant.

"We're hoping this is a temporary measure, but we will be operating as if it will be permanent," Brewer says.

The situation, however, may get worse before it improves. The new College of Business and Management and School of Public Affairs Building and the A.V. Williams II building are scheduled for completion during spring 1992. With no new staff slated for those new spaces, the current physical plant staff may become further extended, Brewer says.

Four Faculty Win 1991 Presidential Young Investigator Awards



Jayavant P. Gore



Manoussos Grillakis



William Pugh

Four College Park assistant professors have won 1991 Presidential Young Investigator (PYI) Awards from the National Science Foundation. They are among 220 academic scientists and engineers nationally selected to receive the award. The PYI awards are among the most prestigious and sought after awards for young faculty.

The four bring to 28 the number of promising young College Park researchers who have won these highly competitive awards since they were created by NSF in 1983. The program represents a partnership among private industry, the federal government, the investigators, and their academic institutions.

The four College Park faculty members are: Jayavant Gore, Department of Mechanical Engineering; Manoussos Grillakis, Department of Mathematics; William Pugh, Department of Computer Science, and Janice E. Reutt-Robey, Department of Chemistry.

The PYI award provides a grant of \$25,000 per year from NSF for five years. In addition, each dollar of industrial support is matched by NSF on a dollar-for-dollar basis up to a total annual grant of \$100,000.

Gore, who is an authority on combustion, radiation and heat transfer, will focus on the development of advanced high efficiency furnaces using environmentally

benign fuels and new radiative enhancement concepts.

Grillakis' field of research is partial differential equations and in particular equations of hyperbolic type that describe the propagation and interaction of waves in a variety of contexts, for example in acoustics, electromagnetism and the classical description of elementary particles. His current interest is in a system of equations that describe the propagation of waves on a curved surface.

Pugh's research work involves automatic methods for reorganizing computer programs to make effective use of massive parallelism and specialized programming languages designed for computationally intensive scientific problems such as weather prediction and air flow modeling.

Reutt-Robey's research focuses on chemical dynamics at the gas-solid interface. She will use the award to develop new experimental strategies to examine these processes at the molecular level.

The 1991 PYI awards were distributed among engineering (79), mathematical and physical sciences (65), computer and information sciences (33), biological, behavioral and social sciences (30), and geosciences (13). Awards to women (41) were approximately the same as for 1990 (43).



Janice E. Reutt-Robey

Nominations Sought for President's Medal Awards

The selection committee for the annual President's Medal awards, chaired by Graduate Studies Dean Jack Goldhaber, is seeking nominations in three categories. The first, the President's Medal, is the highest honor bestowed on a member of the College Park community and recognizes significant continuing accomplishments on behalf of the university. The other two awards are for outstanding associate and classified staff members whose efforts have enriched the campus community. Deadlines are Aug. 5 for the associate and classified staff awards and Sept. 4 for the President's Medal. Call 405-4175 for information.

Regents Approve Name for New Agriculture Institute

It has been widely acknowledged that problems have long existed in the administrative structure of agricultural programs at Maryland.

Despite the fact that during the past decade two different external review teams produced reports suggesting ways to change the structure and reduce inefficiencies, no new system has been developed to deal more effectively with the complicated relationships binding together the Maryland Agricultural Experiment Station (AES), the Maryland Cooperative Extension

Natural Resources Raymond J. Miller to the position of president of the new institute.

The move, intended to give the two units "a unified and strengthened identity," reflects a change in name and title only, according to Chancellor Donald Langenberg, who described the action as simply a matter of making "two small administrative nomenclature changes." However, many College Park agriculture faculty disagreed, and an overflow crowd showed up at a system meeting called to explain the rationale for the name change.

The primary problem in the current structure relates to the fact that, unlike that of most other university systems, the administration of Maryland's land grant functions of teaching, research and extension are split among UMCP and other units in the system governed by three separate and independent lines of authority. Two of these units, AES (primarily a research unit that seeks to solve agricultural and related business and environmental problems), and CES (the unit that dispenses advice to farmers, agribusinesses, and consumers), were moved from College Park to the system thirteen years ago.

Meanwhile, the College of Agriculture is located at UMCP and is administratively separated from AES and CES. This situation has led to conflicts in authority over the use of faculty time, grant money, accountability, and responsibility and has caused uncertainty and frustration on many fronts.

A comparison of Maryland's land grant structure with that of other universities highlights the fact that Maryland's system is unique. Forty states have land grant administrative structures where one individual supervises teaching, research and extension at the campus level. An overwhelming majority—48 states—have one person supervising teaching and research at the campus level (only Louisiana and Maryland are exceptions). In 48 states both AES and CES are located on the land grant campus, and in 49 states AES is located on the land grant campus.

At the May 30 meeting of the UMS Board of Regents, College Park President William E. Kirwan discussed the deficiencies that exist in the current agricultural structure. "These problems are real, not simply a perception about UMCP," he said, reviewing how College Park has pressed to have the deficiencies addressed since 1984, first through the York Committee and then by appointing the Vanderhoef Committee to find solutions to the organizational problem in 1989. Each group issued a report recommending a different organizational approach, but neither set of recommendations was adopted.

Of the existing structure, Kirwan

told the regents, "Three independent lines of authority—two of which go off-campus—impose conflicting objectives on departments, and the structure has a debilitating effect on departments and faculty."

UMCP agricultural and resource economics professor Richard Just reinforced the president's view, saying: "A loss of coordination and stability in the current system has resulted in a number of negative conditions: an inability to act in a timely manner, difficulty of managing long-term research, loss of attraction for high-quality faculty, uncertainty of filling open positions, uncertainty of who will judge productivity and by what standards, and a potential inequity of rewards among alternative promotion and tenure systems."

Despite these persistent problems, College Park has continued to place a high priority on funding agricultural programs. Its agriculture instructional budget has increased 66 percent since 1988, a rate higher than the campus average. Between 1990 and 1995, \$110 million of facilities for agriculturally related activities will have come on line, and more than \$50 million worth of these facilities were built explicitly for AES and CES activities at UMCP, Kirwan told the regents. "The issue is not if agricultural activities and resources are to remain on campus; the issue is what is the appropriate administrative structure to put in place to optimize the use of these resources," he said.

Now that the regents have named MIANR as the new agricultural unit in the system, agreement

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Paul Mazzocchi

Service (CES) and UMCP's College of Agriculture.

The most complex issue that continues to divide the units has centered on the direction and control of AES and CES resources in academic departments of the UMCP College of Agriculture. Recently, this problem has been exacerbated by a proposed joint venture between AES and the U.S. Dept. of Agriculture to create a new cooperative institute (INRES) that would be located in a new building in Beltsville.

Just a few weeks ago the UMS Board of Regents forged another new, and controversial, link in the agricultural chain that has bound the three units. Although College Park faculty had demonstrated a notable lack of support for the plan, the regents approved a system recommendation to name a new institute, the Maryland Institute for Agriculture and Natural Resources (MIANR). The new unit will bring under one administrative umbrella the Maryland Agricultural Experiment Station (AES) and the Maryland Cooperative Extension Service (CES). At the same time, the regents also elevated Vice Chancellor for Agriculture and

Agriculture at a Glance

Here are a few facts to help clarify the relationships of the three agricultural units at the university:

- The Morrill Land Grant College Act of 1862 established a Land Grant College in every state. Under this act, College Park became the Land Grant College of the state, with the College of Agriculture located there.
- The Hatch Act of 1887 established an Agricultural Experiment Station (MAES) under the direction of each Land Grant College.
- The Smith Lever Act of 1914 established a Cooperative Extension Service (MCES) in connection with each Land Grant College.
- As the result of a UM Board of Regents' action, since 1978 AES and CES have been located at the UM System level. However, academic departments in UMCP's College of Agriculture derive almost 70 percent of their operating support from AES and CES while providing the vast majority of AES research and statewide support for local CES extension activities.

Kabuki/Shakespeare Project Underway at College Park

Thirty secondary school teachers from 10 states are at College Park this month to participate in the third Theatre East and West program, a cross-cultural study of Shakespearean and Kabuki theater. After three weeks of study this summer, the teachers will travel to Japan next year to complete the program. The Center for Renaissance and Baroque Studies, the Department of Hebrew and East Asian Languages and Literatures and the International Center for the Study of Education Policy and Human Values are co-sponsors of the program. It has been funded for three years with \$550,000 in grants from the National Endowment for the Humanities.

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on how AES and CES will interface with the College of Agriculture becomes even more imperative. Discussions are expected to extend through the summer months in order to meet the regents' directive that MIANR issues will be placed on the September agenda of the regents' Committee on Educational Policy.

At the heart of the dialogue are interface questions centering on administration, faculty governance, research and service, personnel, and budget policies.

Some of the thorniest administrative issues relate to the roles of the president, former vice chancellor/norw MIANR president, dean and directors in dealing with external groups and how these positions relate to each other, how chairs should be appointed and faculty lines be distributed, and what level of integration of planning among the units would bring optimum results.

Faculty governance is another sensitive interface issue, with decisions needed on the roles of faculty councils in setting goals for research faculty needs and the extent to which faculty will participate in governance of the three units.

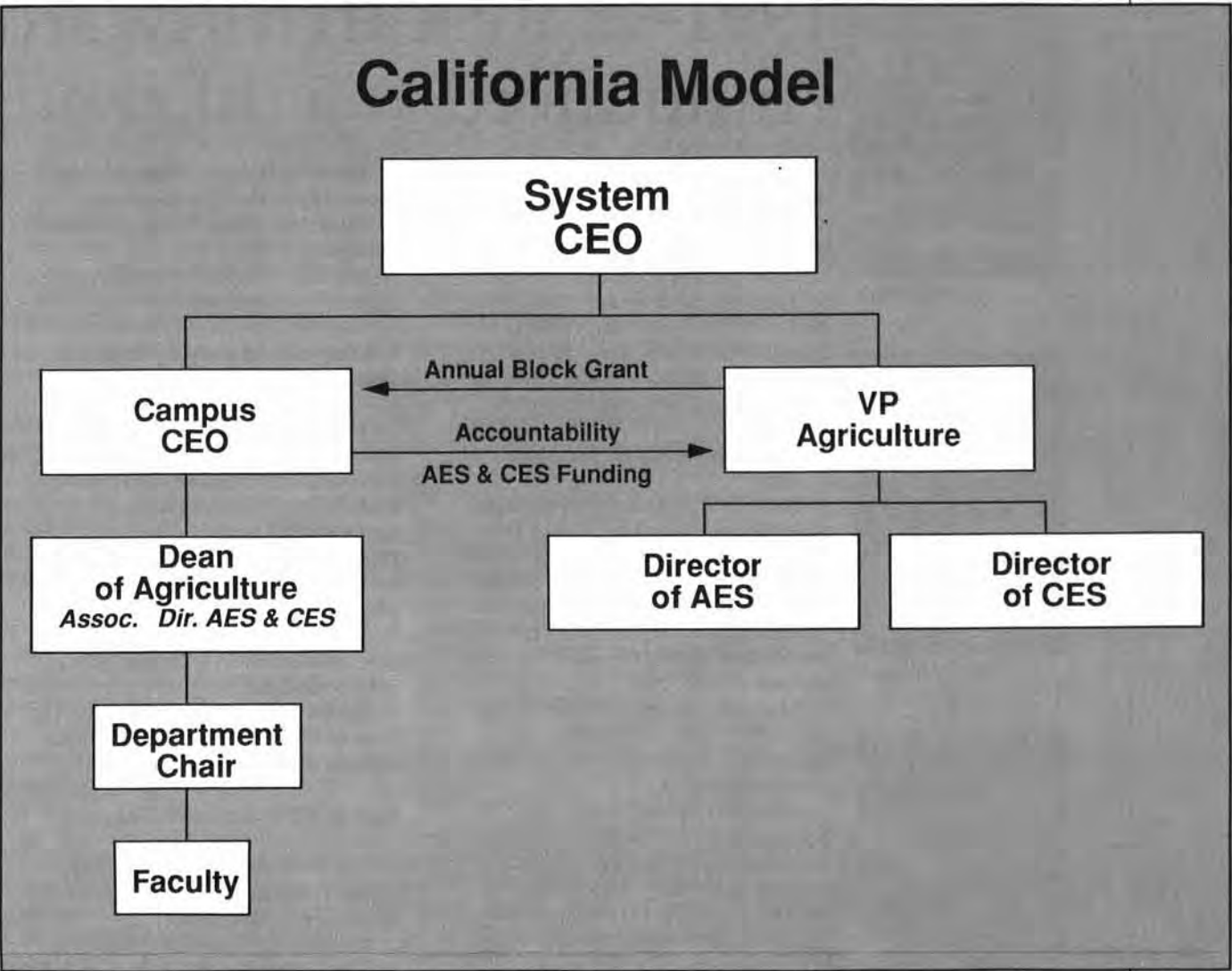
Research and service issues are other high agenda items. For instance, how the deans and directors will coordinate research and service activities, how AES and CES funds are allocated to faculty programs, how funding proposals should be administered, what is most appropriate regarding space, matching support and credit to individual units, and how questions regarding support for RAs, TAs, and fellowship recipients should be handled are among other critical interface issues that require resolution.

Toss into the hopper the need to agree on personnel policies such as appointment, promotion and tenure decision processes, evaluations, split appointments, and retirement policies, and the summer discussion schedule is daunting.

Who has the ultimate authority and responsibility for budget decisions lies at the heart of the dilemma. How are departmental and proposal budgets developed and operating funds managed, what about decisions on indirect cost return, salary savings, auxiliary enterprises, tuition remission decisions, and appropriate charges for space? All these are on the agenda for discussion and debate this summer.

Acting agriculture dean Paul Mazzocchi says that "These questions have been unresolved for many years. We have to view MIANR and the fact that these issues have gotten the attention of the chancellor, the regents, the governor and the public as the best opportunity we are going to have to solve these problems."

Mazzocchi reinforces Kirwan's conviction that the California Model is the best starting point for



The California Model was cited in the Vanderhoef Report as an effective model.

a new agricultural organizational model at College Park. The California Model, cited in the Vanderhoef Report as an effective model, was endorsed in concept in a statement by Langenberg at the May Board of Regents' meeting.

If ultimately adopted, proposals suggested in the model would go a long way toward ensuring that teaching, research and extension resources at College Park would be managed in an integrated fashion, rather than continuing to pit the individual units against each other in competition for scarce funds, says Just.

The proposals would provide for accountability in using resources wisely and for long-term flexibility, while maintaining the short-term stability required for appropriate research and facilities planning and good staffing decisions, says Just.

A suggested plan calls for funds to be transferred to UMCP in an annual block amount to the College of Agriculture, in a yearly negotiated transaction between UMCP and MIANR, with flexibility to use the funds to accomplish a mission designed in conjunction with AES and CES. Initially, funding would be based on the past five-year average of the percent, rather than dollar amount, of AES and CES budget support for College Park, with a commitment for the percentage to remain unchanged for five years in order to facilitate long-range program planning.

To ensure accountability, annual negotiations between the dean and directors would be built in, with the dean allocating budget and

lines among UMCP departments to accomplish agreed-upon AES and CES programs. The plan would specify that space and support for faculty and staff be provided by UMCP, with funding provided by AES and CES. The plan also calls for tuition remission policies as well as faculty appointment, promotion and tenure processes that would be administered by UMCP.

"The basic concept is that all the administration of agricultural activities that takes place on the College Park campus should be centered in one administrator, the dean," explains Just, a central figure in the planning process. "Through block grants, the dean would be allowed autonomy in the decisions about AES and CES activities at College Park on a day-to-day basis."

Just says, "If we do not have some autonomy over AES and CES campus activities, we will continue to have conflict. This will continue to be devastating to productivity and will lead to an inability to make decisions with the perspective of all three functions that need to be served."

"We have an opportunity here to build a program of real excellence. Through basing our plan on the California Model, we can create the structure to do this. We can't afford to lose this opportunity," says Kirwan.

Roz Hiebert

1991-92 Research Awards Announced

The following are recipients of the annual Biomedical Research Support Awards from the National Institutes of Health, and the 1991-92 Distinguished Faculty Research Fellowship Awards and the Spring 1991 Graduate Research Board Research Support Awards made under the auspices of the Office of Graduate Studies and Research.

Biomedical Research Support

Pamela Alexander, Psychology, parent-child attachment as a predictor of the severity of long-term effects of childhood sexual abuse.

William Bentley, Chemical Engineering, heterogeneity of protein expression in recombinant bacterial systems.

Michael Capage, Microbiology, genetic regulation of exopolysaccharide production in *Xanthomonas campestris*.

Mary Rumpho-Kennedy, Botany, chloroplast biochemistry of a marine slug-algal symbiosis.

Ulla Sarmiento, Veterinary Medicine, allelic variation in the DQ subregion of the *Canine major histocompatibility complex*.

David Straney, Botany, regulation of a virulence gene in *Nectria haematococca*.

Sarah Woodson, Chemistry, model hairpin studies of tertiary interaction in RNA.

Bruce Jarvis, Chemistry, counter current chromatograph.

Spencer Benson, Microbiology, Hoefer GS300-115V densitometer.

Anthony Olek, Zoology, video system.

Merrilyn Penner, Psychology, special microphone.

Distinguished Faculty Research Fellowships

Ira Berlin, History, African-American slavery 1619-1865.

Clarence N. Stone, Government and Politics, *Beyond Growth: a comparative study of urban regimes*.

Sankar Das Sarma, Physics, the physics of nanostructures.

John Weiner, Chemistry, molecule formation in cold and ultracold collisions.

Pedro Barbosa, Entomology, influence of herbivore-parasite interactions on plant chemistry.

Spring GRB Research Support

Jay Scott Angle, Agronomy, sewage sludge effects on the micro-symbiont of soybeans.

George K. Roderick, Entomology, genetic structure of natural populations of Colorado Potato Beetles.

Christopher S. Walsh, Horticulture, role of cultivar and ethylene evolution rate on the chilling susceptibility.

Mark Howard Sandler, Art History, a Japanese-American artist in the role of cross-cultural mediator.

Daena Goldsmith, Communications, *deference, demeanor and facework: a theoretical framework for evaluating supportive messages*.

Mary Helen Washington, English, an annotated edition of the diary of Ida B. Wells.

Joseph Falvo, French Languages and Literature, the economy of human relations: Castiglione's *Libro Del Cortegiano*.

James Leshner, Philosophy, *Xenophanes of Colophon: fragments—a text with notes and commentary*.

V. Lee Hamilton, Sociology, responsibility in organizations: the view from Washington, Tokyo, and Moscow.

Marc A. Rogers, Kinesiology, effects of strength training on muscle fiber type and cross-sectional area in older men.

John F. Newhagen, Journalism, effects of censorship disclosures on memory, attention, and belief for news reports on the Persian Gulf War.

Samuel O. Grim, Chemistry, the structure and bonding in some new coordination compounds.

Kudos to...

Frank Burke (CLIS), for receiving the Franklin D. Roosevelt Award for Distinguished Contributions to the Historical Profession, presented to him at the annual spring luncheon of the Society for History in the Federal Government. Burke was cited for his 11-year administration of the National Historical Publications and Records Commission, his 33-month tenure as Acting Archivist of the United States and his leadership in the History/Library Science Program at the university.

Fred DeMarr (Stamp Union) for being selected as one of the ten 1991 Prince Georgians of the Year. In a ceremony this spring, County Executive **Parris Glendening** (Govt. and Pol.) recognized DeMarr's volunteer commitment of over 20 years to preserving the oral, written and building legacy of Prince George's County, calling him the county's "Mr. History."

Jan Sengers, (IPST) for receiving the Yeran S. Touloukian Award of the ASME Heat Transfer Division for his contributions to the field of thermophysical properties. Sengers was honored for his experimental work on the thermophysical pro-

perties of fluid that has helped to bridge the gap between science and engineering by bringing theory to the point where it can be used in engineering formulations.

Haluk Unal, **Carl Scheraga**, **Stephen Loeb** and **Kathy Silvester** (Bus. and Mgt.) for receiving this year's Allen J. Krowe Excellence in Teaching Awards. Since the establishment of the awards in 1986 by business school alumnus Allen Krowe, a senior vice president and CFO for Texaco, Inc., \$647,000 in award money has been given to members of the business school's faculty in recognition of their outstanding teaching.

William Hall (Psychology) for being named the 1991-93 chair of the Publications Committee for the Society for Research in Child Development, one of the major research organizations in the field. The committee makes policy recommendations for the *Journal of Child Development* and related publications produced by the University of Chicago Press.

Amde M. Wolde-Tinsae (Civil Engineering) for being selected by the TAC Task Awards Committee as recipient of the American Society of Civil Engineers' 1991 Innovation in Civil Engineering Award of Merit. Wolde-Tinsae will receive the award at the ASCE Annual Convention in Orlando, Florida in October.

Todd Haines (Physics) for being selected to receive the prestigious 1991 Shakti P. Duggal Award in August at the 22nd International Cosmic Ray Conference in Dublin, Ireland. The award is presented every two years to internationally recognized outstanding young cosmic ray physicists.



William Hall



Fred DeMarr



Amde Wolde-Tinsae

Clerical/Secretarial Recognition Awards Presented June 6

In recognition of their exceptional performance, leadership, and service, Angela Bass of the Office of Human Relations Programs, Carol A. Prier of the dean's office in the College of Engineering, and Joan Wood of the dean's office in the College of Arts and Humanities have been chosen as this year's recipients of the university's Clerical/Secretarial Recognition Award.

The award is presented by the President's Commission on Women's Affairs.

Bass, Prier and Wood were judged by letters of nomination and were honored on June 6 at the annual Personnel Practice Conference.

Bass, who has been with the university for 19 years, is currently administrative aide to the director of the Office of Human Relations Programs.

Described by her colleagues as having a deep commitment to human relations issues, including equity and diversity issues, Bass has chaired or co-chaired the Registration Committee for the university's Equity Council Diversity Conference I, II, and III and the university's Black Faculty and Staff Conference.

She has also co-chaired the Registration Committee of the regional conference of the American Council on Education's Nation-

al Identification Program and has served on the Martin Luther King Day Celebration Committee for two years, as well as being a member of the Classified Employees Committee of the President's Commission on Women's Affairs.

Bass has also performed as a singer at campus events, including the Martin Luther King Day Celebration, for the last three years.

Prier, who has been with the university for 17 years, is an executive administrative aide in the dean's office in the College of Engineering.

Described as a energetic and efficient self-starter, Prier is often asked to represent the classified staff on major campus committees, including the Serve Without Turn-away Committee in 1989 and most recently the Middle States Association Periodic Review Committee.

She has also served on the President's Commission on Women's Affairs, the Classified Staff Compensation Study Group and the Senate General Committee on Staff Affairs.

In 1987, she was elected to a three-year term in the College Park Campus Senate and served for two years as the classified staff representative to the Senate Executive Committee. This past fall, Prier was asked to serve as a keynote panelist

at the first University of Maryland System Women's Forum Conference, speaking on "Contributions of Classified Staff to the Campus Community."

Wood is an executive administrative aide in the dean's office in the College of Arts and Humanities.

At the university since 1971 and in the College of Arts and Humanities since 1980, Wood oversees an office of 25, including secretaries, assistant and associate deans, and student workers.

She also serves on the President's Commission on Women's Affairs, on the Personnel Services Advisory Council and was the staff representative on the Campus Parking Committee.

In 1987 Wood helped institute the classified staff awards which are given each year to outstanding staff members from within the College of Arts and Humanities.

She has served on the ad hoc committee to study the issue of merit pay for classified employees, and she has been one of the leaders in the efforts by classified staff members to help forge a campus response to the issue of the 40-hour work week.

Lisa Gregory



Angela Bass



Carol Prier



Joan Wood

"We Have a Distance to Go"

by Sharon Fries-Britt

The following remarks have been excerpted from the luncheon keynote talk given by Sharon Fries-Britt, assistant to the vice president of Student Affairs, at the Personnel Practices Conference on June 6.

...I collected data for this presentation from real people. I talked to many of you in the audience, as well as other individuals on campus. Four primary themes kept recurring in your comments about our attitudes towards classified staff. I share them with you because they bothered me, and when things bother me they get more of my time and attention. More importantly, I hope they bother each of you enough that it makes a difference in your attitudes and behaviors. What I learned from you is:

- We expect the quality of the work performed by classified staff to be professional, however, we treat them like second-class citizens.

- We expect the classified staff to be committed to the university financially and spiritually, yet they are not represented on university committees that make major decisions. Yes, there is the occasional representative, but this kind of tokenism does not empower a group to the degree that is necessary to influence real change.

- We expect the classified staff to work longer hours or come in earlier if we are working on a "special" project, but many of us do not encourage their participation in training programs during the day or university ceremonies and activities unless it is on their own time.

- A more recent issue is that we expect them to understand that as an institution we had nothing to do with the 40-hour work week, yet I'm not convinced that we have taken the time to really understand the impact it is having on the quality of their lives.

These four issues can be summarized as: 1) lack of respect; 2) lack of representation; 3) lack of consideration and 4) lack of pay. As a community we must realize the chilly climate that our attitudes and behaviors are creating for some vital members of our campus....

In my conversations, I also learned that you too have a distance to go. You must confront:

- The "in group" and "out group" that is developing in your community.

- You must not get caught up in your own status games of who is important because they are so and so's secretary or so and so's administrative aide I.

- You must recognize the ethnic and cultural diversity that you



Sharon Fries-Britt

have in your community. Don't measure your successes in this area by the numbers of women and men of color who get involved. Rather measure your success by the difference that is made in the values you establish as a community based on the contributions of all individuals, including the individuals of color.

- And finally, accept and know that you are professional! Do not always look for affirmation outside of yourself. Continue to assert this in your behaviors and actions.

I'm very proud of the community we have at College Park. Like any large family, we have our issues to work on. We may never have all the money we need to solve our financial problems, but we all know that money alone would not solve every problem we have....

CALENDAR

Vocal Arts Events Make Debut

Not one, but two world-class music events are making their debuts on the College Park campus this summer.

Last week the first-ever Marian Anderson Vocal Arts Competition began on July 10. It will run through July 20. Overlapping the competition will be the First American Vocal Arts Congress, which begins July 16 and also ends on July 20 at the same gala Kennedy Center concert.

Named to honor America's renowned contralto Marian Anderson and following the traditions of the highly successful University of Maryland International William Kapell Piano Competition (now a biennial event, taking place next in 1992), the International Marian Anderson Vocal Competition has attracted world-wide interest and excitement.

Offering over \$50,000 in prizes, including a first prize of \$20,000 and a New York City recital in November 1991, the competition has invited a select group of the world's best young singers to perform for internationally famous juries. Two College Park graduates, mezzo-soprano Susan Fleming and tenor Robert Petillo, are among the 46 contestants who were chosen out of a field of 179 entrants from around the world.

The preliminary and semi-final rounds of the competition will take place on the College Park campus. Competition finals will be in the Kennedy Center Concert Hall July 20, where the four finalists will perform an evening of art songs and excerpts from oratorios and

operas with the National Symphony Orchestra, conducted by Alessandro Siciliani. American baritone Sherrill Milnes will chair the final round jury.

Milnes is also president of the First American Vocal Arts Congress, a gathering of professional singers, teachers, students, and opera enthusiasts to explore new challenges in the vocal arts and to celebrate the achievements of American artists and composers.

Congress events include a recital series, "American Works for Voice," a lecture-demonstration by the Goldovsky Foundation, and symposia on various topics such as career development and performance opportunities and technique. Milnes and colleagues also will perform two festive evenings of song in Tawes Theatre.

A special testimonial dinner July 18 on the College Park campus will honor Marian Anderson, who is expected to be present.

The congress's opening concert is July 16 in Tawes Theatre at 8 p.m., "Sherrill Milnes and Friends I." The Friends include singers Martina Arroyo, Charles Bressler, Stefka Evstatieva, Nicholas Loren, Mady Mesple, Louis Quilico, John Shirley-Quirk and Benita Valente, with host Robert Sherman of New York's classical music radio station, WQXR. The program features songs by Purcell and Liszt and duets from Verdi's *Aida* and *Il Trovatore*.

The congress's July 19 concert, "Sherrill Milnes and Friends II," will include performances by Milnes, Nedda Casei, Clamma

Dale, Frances Ginsberg, Jon Garrison, Elizabeth Holleque, Faye Robinson and Benita Valente, with Judy Gruber of WGMS as host. The program will feature songs by Schubert and Gershwin and the quartet from *Rigoletto* and a duet from *La Traviata* by Verdi.

Several members of the university's music faculty are involved in the competition and the congress. Carmen Balthrop and Dominic Cossa both served on the Contestant Selection Jury, and Louise McClelland (known on campus as Louise Urban), Linda Mabbs, James McDonald and Carmen Balthrop will perform in the congress's July 19 lecture-recital, "Music of Our Century" at 2 p.m. in Tawes Recital Hall.

Tickets for competition and congress events are \$5-30 (see details in the calendar on this page). Call 301-405-7494 for information. Finals tickets are available from Insta-Charge (202-476-4600) or from Tawes Summer Box Office (301-405-7494).

Those with Summer Activity cards may receive one free ticket per card-holder for each of the following events:

- Competition Preliminary and Semi-Final Rounds, July 10-15
- Sherrill Milnes and Friends I, July 16
- Competition Final, Phase I, July 17
- Sherrill Milnes and Friends II, July 19.



Contralto Marian Anderson at the 1939 Lincoln Memorial Concert

Summer Calendar

JULY 15-AUGUST 24

JULY

15 MONDAY

Center for International Extension Development Colloquium: "Agricultural Extension in the Third World: Focus on the Arabic Republic of Yemen," Antoine Kharrat, FAO, Yemen, noon-1 p.m. (bring lunch), 0115 Symons. Call 5-1253 for info.

16 TUESDAY

Maryland Summer Institute for the Creative and Performing Arts First American Vocal Arts Congress, July 16-20. All teachers, singers, students, and opera lovers invited. Featuring symposia, lecture-recitals, exhibits and evening competition semi-final rounds. Tonight at 8:30, Tawes Theatre: "Sherrill Milnes and Friends I." Congress President Sherrill Milnes with Martina Arroyo, Charles Bressler, Stefka Evstatieva, Nicholas Loren, Mady Mesple, Louis Quilico, John Shirley-Quirk and Benita Valente, hosted by Robert Sherman WQXR, \$25 reserved seating. Call 5-7494 for info.*

Movie: *Mortal Thoughts*, 8 p.m., Hoff Theater, Stamp Student Union. Also on July 18 and 19. Call 4-HOFF for info.*

17 WEDNESDAY

Vocal Arts Congress Symposium: "The Voice Recital in America: Responsibilities for Enhancement—What is its Future?" Paul Hume, moderator; Richard Clark, Jack Cohan, Mattiwillda Dobbs, Shirley Emmons, Marjane Marvin and Sherrill Milnes, 10 a.m., Architecture Lecture Hall, \$20 general admission. Call 5-7494 for info.*

Vocal Arts Congress Lecture-Recital: "American Works for Voice," 2 p.m., Tawes Recital Hall, \$20 general admission. Call 5-7494 for info.*

University of Maryland International Marian Anderson Vocal Arts Competition, Final round, recital phase, 8 p.m., \$15, Tawes Theatre. Call 5-7494 for info.*

18 THURSDAY

Vocal Arts Congress Symposium: "The Voice Student: Professional Preparation Priorities—How Likely is a Career?" Sherrill Milnes, moderator; Richard Cross, Leslie Guinn, Natalie Limonick, Barbara Lockard-Zimmerman, Elizabeth Mannion and Dale Moore, 10 a.m., Architecture Lecture Hall, \$20 general admission. Call 5-7494 for info.*

Vocal Arts Congress Lecture-Recital: "American Works for Voice," 2 p.m., Tawes Recital Hall, \$20 general admission. Call 5-7494 for info.*

University of Maryland International Marian Anderson Vocal Arts Competition Special Event: Reception, showing of PBS documentary *Marian Anderson and Testimonial Dinner* honoring Ms. Anderson. Call 5-6548 for info and reservations.*

19 FRIDAY

Vocal Arts Congress Symposium: "The Emerging Artist: Balancing Career Priorities—How to Make a Living," Nedda Casei, moderator; Chester Ludgin, Nancy Strikes, Marni Nixon, Ann Summers, William Warfield and David Wood, 10 a.m., Architecture Lecture Hall, \$20 general admission. Call 5-7494 for info.*

Vocal Arts Congress Lecture-Recital: "Music of our Century," presented by the voice faculty, College Park, 2 p.m., Tawes Recital Hall, \$20. Call 5-7494 for info.*

University of Maryland International Marian Anderson Vocal Concert: "Sherrill Milnes and Friends II," with Nedda Casei, Clamma Dale, Frances Ginsberg, Jon Garrison, Elizabeth Holleque, Faye Robinson and Benita

Valente, 8:30 p.m., \$25, Tawes Theatre. Call 5-7494 for info.*

20 SATURDAY

Vocal Arts Congress Symposium: "Opera in America: Artistic Decision-Making for Directors—Artistic vs. Commercialism," Sherrill Milnes, moderator; David DiChiera, Leland Fox, George Jellinek, Marc Overton, Marc Scorca and Richard Weitach, 10 a.m., Architecture Lecture Hall, \$20. Call 5-7494 for info.*

Vocal Arts Congress Lecture-Demonstration: "A System to Encourage Natural Singing and Realistic Stage Direction with The Goldovsky Foundation of the National Opera Association," Robert Gay, presenter, 2 p.m., Tawes Recital Hall, \$20. Call 5-7494 for info.*

University of Maryland International Marian Anderson Vocal Arts Competition, Final Round with The National Symphony Orchestra, Mstislav Rostropovich, music director; Alessandro Siciliani, conductor, 8:30 p.m., Kennedy Center Concert Hall, tickets \$5-\$30. Call 5-7494 for info.*

24 WEDNESDAY

Movie: *La Femme Nikita*, 8 p.m., Hoff Theater, Stamp Student Union. Also on July 25, 26

and 27. Call 4-HOFF for info.*

31 WEDNESDAY

Movie: *Madonna: Truth or Dare*, 8 p.m., Hoff Theater, Stamp Student Union. Also on Aug. 1, 2, and 3. Call 4-HOFF for info.*

AUGUST

7 WEDNESDAY

Movie: *New Jack City*, 8 p.m., Hoff Theater, Stamp Student Union. Also on Aug. 8, 9 and 10. Call 4-HOFF for info.*

23 FRIDAY

University of Maryland Chorus Auditions for the 1991-92 season. Call 5-5571 to make an appointment.

24 SATURDAY

University of Maryland Chorus Auditions for the 1991-92 season. Call 5-5571 to make an appointment.

* Admission charge for this event. All others are free.